



FINANCIAL MANAGEMENT REVIEW
As of October 31, 2008
And Year To Date

INCOME

Operating Income

Dues Revenues *
 Other Income
 (Includes: Grants, Rebates, Contributions, Sponsorships,
 Advertising, Events, AFT & NEA/FEA Assistance.)
Total Income

EXPENSES

Wages, Taxes and Benefits **

Salaries
 Payroll Taxes
 Employee Benefits

Employee Expenses

(Includes: Mileage, Cellular Phones, Staff Travel)

Administrative Expenses

(Includes: Insurance, Office Supplies, Printing, Postage, Telephone, Equipment
 Leases, Equipment Maintenance, Staff Development/Training.)

Office Lease/Back-Lot Expenses

(Includes: Office Lease, Share of Building Operating Expenses, Back Lot
 Property Taxes, Maintenance and Insurance on the property)

Professional Services

(Includes: Consulting, Legal, Audit & Other Professional Services)

Member Benefits & Services (1)

Stewards Expenses
 Executive Board Expenses
 Legislative Action
 TSA/ESA Release Expenses **
 Communication & Organizing, Events, Community Support/Outreach, Contract
 Enforcement/Member Advocacy, Strategic Services, Planning, Negotiations,
 Internal Training, Scholarships, Conferences, Meetings & Workshops.

Per Capita

Current (Includes: AFT, FEA/NEA, National AFL-CIO, & Florida CLC)***

Total Operating Expenses

TOTAL OPERATING INCOME (LOSS)

Cash Flow Activities

Non Operating Expenses/Accruals

Contributions - Political
 Depreciation

Total Expenses & Non Operating Payments

Total Cash Before AFT Loans &

Per Capita Arrearage Obligations

	As of October 31, 2008		As of 10/31/08 and Year-To-Date	
	Actual	Budget	Actual	Budget
Dues Revenues *	\$ 952,609	\$ 1,000,114	\$ 3,499,998	\$ 3,721,739
Other Income (Includes: Grants, Rebates, Contributions, Sponsorships, Advertising, Events, AFT & NEA/FEA Assistance.)	24,892	\$ 34,900	348,768	328,290
Total Income	\$ 977,501	\$ 1,035,014	\$ 3,848,766	\$ 4,050,029
Wages, Taxes and Benefits **				
Salaries	\$ 210,917	\$ 214,946	\$ 802,609	\$ 838,703
Payroll Taxes	16,584	\$ 16,422	63,733	64,654
Employee Benefits	53,424	\$ 57,497	205,694	231,640
Employee Expenses (Includes: Mileage, Cellular Phones, Staff Travel)	\$ 280,925	\$ 288,865	\$ 1,072,036	\$ 1,134,996
Administrative Expenses (Includes: Insurance, Office Supplies, Printing, Postage, Telephone, Equipment Leases, Equipment Maintenance, Staff Development/Training.)	\$ 15,149	\$ 11,208	\$ 51,503	\$ 44,832
Office Lease/Back-Lot Expenses (Includes: Office Lease, Share of Building Operating Expenses, Back Lot Property Taxes, Maintenance and Insurance on the property)	\$ 21,061	\$ 35,230	\$ 87,060	140,819
Professional Services (Includes: Consulting, Legal, Audit & Other Professional Services)	\$ 74,286	\$ 73,214	\$ 265,372	275,401
Member Benefits & Services (1)				
Stewards Expenses	\$ 3,106	\$ 9,800	\$ 52,844	\$ 40,100
Executive Board Expenses	3,242	\$ 4,918	14,962	19,672
Legislative Action	20,185	\$ 21,675	40,486	43,350
TSA/ESA Release Expenses **	52,703	\$ 34,000	228,500	182,000
Communication & Organizing, Events, Community Support/Outreach, Contract Enforcement/Member Advocacy, Strategic Services, Planning, Negotiations, Internal Training, Scholarships, Conferences, Meetings & Workshops.	73,071	\$ 80,244	295,184	332,817
	152,307	150,637	631,976	617,939
Per Capita Current (Includes: AFT, FEA/NEA, National AFL-CIO, & Florida CLC)***	\$ 454,556	\$ 484,076	\$ 1,830,812	\$ 1,888,606
Total Operating Expenses	\$ 999,829	\$ 1,046,546	\$ 3,942,179	\$ 4,116,865
TOTAL OPERATING INCOME (LOSS)	\$ (22,328)	\$ (11,531)	\$ (93,413)	\$ (66,837)
Cash Flow Activities				
Non Operating Expenses/Accruals				
Contributions - Political	-		160,940	
Depreciation	1,061		5,285	
Total Expenses & Non Operating Payments	\$ 1,061		\$ 166,225	
Total Cash Before AFT Loans &				
Per Capita Arrearage Obligations	\$ (23,389)		\$ (259,638)	

(For Reporting Purposes Only)

Budget

* Dues revenue based on 14,450 FTE @ \$803.40 per year on accrual basis.

** TSA/ESA release expenses funds are approved to be utilized for employee hiring (wages, taxes & benefits) as needed.

*** Per Capita arrearage to AFT & FEA: \$3,626,427

(1) Monies generated from membership growth above 14,450 FTE are approved to be added into the Member Benefits & Services category.

The following is a summary of key financial points, highlights and achievements noted in reviewing our financial statements for the month of October 2008 and year to date.

Membership

Actual: 16,930 Members. 13,513 FTE Members

Our records indicate that as of October 31, 2008, we have a total of 13,513 FTE (Full time equivalent), which includes full, 1/2 and 1/8 paid dues. UTD's budget is based on an FTE of 14,450. We show a negative variance of 937 FTEs due to changes in personnel at the beginning of the school year. Since we did not have New Teacher Orientation (NTO) at the usual time, in January 16, 2009 when NTO is scheduled, we will pick up more new members.

Income: Dues Revenue

Actual: \$977,501 Budget: \$1,035,014

During October, 2008, we had dues revenue in the amount of \$977,501. We had an unfavorable variance due to the difference in membership from the budgeted FTE's. We deferred \$262,676 of income dues for the month of October 2008 to cover the summer months in which we will have zero income.

Other Income:

Actual: \$24,892 Budget: \$34,900

We have grouped the following items: AFT local assistance and Contributions and Sponsorships for the Hispanic Heritage Celebration. Also included is interest earned on the sweep account and accrued interest on UTD Towers receivable. We show an unfavorable variance as a result of lower interest rates and lower sweep balances.

Wages, Taxes & Benefits:

Actual: \$280,925 Budget: \$288,865

Salaries are under budget for the month of October 2008 and year to date. The budget for those items is calculated in equal monthly amounts and the variance will correct itself during the year.

Employee Expenses:

Actual: \$15,149 Budget: \$11,208

Actual expenses include mileage, cellular phones and travel. Variance is due to increase in organizing activity during this month and also the increase in the IRS ruled mileage rate.

Administrative Expenses:

Actual: \$21,061 Budget: \$35,230

We have a favorable variance with the budget due to the continued control in expenses at all levels. The processes and procedures of the Organization are consistently followed and all expenditures are going through a very stringent process in order to make up for the negative variance in income dues.

Office Lease/Back Lot Expenses:

Actual: \$74,286 Budget: \$73,214

Office Lease and Back Lot Expenses are under budget for the month of October 2008. Expenses were appropriately budgeted.

Professional Services:

Actual: \$1,545 Budget: \$3,316

Includes: Consulting, legal and other professional expenses.

Member Benefits & Services:

Actual: \$152,307 Budget: \$150,637

Some of the programs and events are seasonal and for budget purposes, we spread the expenses evenly throughout the year; therefore, in the month of October 2008, we show a slight difference with budget. As programs and events develop, we will be applying these budget figures to cover the expenses.

Per Capita & Affiliated Expenses:

Actual: \$454,556 Budget: \$484,076

- Actual: \$208,284 AFT
- Actual: \$238,498 FEA / NEA
- Actual: \$7,774 AFL-CIO and South FL AFL-CIO

Positive variance with budget is due to the difference between FTE budget and FTE actual. When income from dues is lower, so is the per capita expense.

Total Operating Income (Loss):

Actual: \$-22,328 Budget \$-11,531

We finished the month of October 2008 with a negative variance due to the decrease in membership and FTEs. Some of the difference was made up by decreasing Administrative Expenses, Professional Services and Per Capita expenses.

Total Cash before AFT Loans & Per Capita Obligations:

Actual: \$-236,389

For the month of October 2008 our total cash before AFT Loans and Per Capita Obligations was negative, but cash flow for the same period shows a positive balance of over \$5 million dollars.

Cash Flow Activities:

Non Operating Payments & Accruals:

Actual: \$1,061

Depreciation of Fixed Assets has been calculated for the month of October 2008 and added to this account. Depreciation expenses were not budgeted.

FINANCIAL POSITION:

Advances: Receivable from UTD Towers

Actual balance: \$3,611,911 (Including Accrued Interest)

Includes advances paid by AFT for the Stanley Axlrod Towers Project.

Deferred Member Dues:

Actual balance: \$570,033

Affiliate Loans Payable:

Past due per capita dues payable are:

- AFT: \$2,135,150
- FEA: \$1,491,276

Loan for Operations payable to AFT:

- AFT: \$2,436,952

Includes advances paid on behalf of UTD Towers for the Stanley Axlrod Towers Project.

We are working on a payment plan to pay AFT's Operations Loan starting in 2009.

Cash Flow:

As of October 31, 2008, our bank balance was \$5,532,827, including a Certificate of Deposit in Commercial Bank for \$150,000. Our general payable liability was \$930,000.

Our actual results for the 4 months of the fiscal year as well as our projections for the remainder of the year, show a positive operating income for the year ending 6/30/09.